

RESOLUTION OF  
THE LAW AND ORDER COMMITTEE  
OF THE 22<sup>ND</sup> NAVAJO NATION COUNCIL

AN ACTION

RELATING TO LAW AND ORDER; AMENDING THE NAVAJO NATION JUSTICES  
AND JUDGES SALARY SCHEDULE

BE IT ENACTED:

**Section One. Findings and Purpose**

- A. The Navajo Nation established the Law and Order Committee as a Navajo Nation standing committee. 2 N.N.C. § 600 (A) (2012) see also CO-45-12.
- B. The Navajo Nation gave the Law and Order Committee oversight over the Judicial Branch. 2 N.N.C. § 601 (C)(1) (2012) see also CO-45-12.
- C. The Navajo Nation instructed the Law and Order Committee to establish the Navajo Nation Justices and Judges salaries. 7 N.N.C. § 351 (2009) see also CO-45-12.
- D. The Judiciary Committee, currently the Law and Order Committee, approved the Navajo Nation Pay Plan for Justices and Judges over eight years ago. EXHIBIT 2. JCJN-04-06 see also CO-45-12.
- E. The Navajo Nation Justices and Judges Salary Schedule needs amending to comply with Navajo Nation law. 7 N.N.C. § 351 (2009).
- F. Currently, the Navajo Nation Justices and Judges Salary Schedule requires the same classification for all newly appointed probationary Associate Justices and District Court Judges, regardless of education and experience. JCJN-04-06.
- G. The current Navajo Nation Justices and Judges Salary Schedule fails to consider:
  - 1. The Navajo Nation Classification and Pay Schedule;
  - 2. The need to attract outstanding Navajo candidates to the judiciary;



3. The need to attract or compensate Justices or Judges who are graduates of a school of law or who have extensive experience in law or judging;
4. Comparable salaries of Justices and Judges in the region; and
5. Any other objective criteria relevant to judicial compensation.

As outlined in the Navajo Nation Code. 7 N.N.C. § 351 (2009).

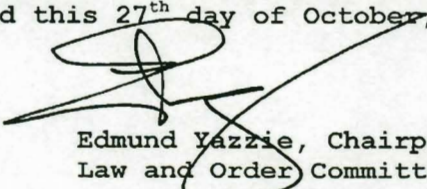
H. Amending the Navajo Nation Justices and Judges Salary Schedule is in the Navajo Nation's best interest.

**Section Two: Amending the Navajo Nation Justices and Judges Salary Schedule**

1. The Navajo Nation approves the amended Navajo Nation Pay Plan for Justices and Judges, EXHIBIT 1.
2. Subject to funds availability, the Judicial Branch Director of Human Resources shall coordinate with the Chief Justice to set the base salary for a probationary justice or judge, proportional to the their skill level, education, experience.
3. The amended Navajo Nation Justices and Judges Salary Schedule shall be immediately implemented with a retroactive effective date of July 23, 2014.

**CERTIFICATION**

I hereby certify that the foregoing resolution was duly considered by the Law and Order Committee of the Navajo Nation Council at a duly called meeting held at Window Rock, Navajo Nation (Arizona), at which a quorum was present and that the same was passed by a vote of 3 in favor, 0 opposed, and this 27<sup>th</sup> day of October, 2014.

  
Edmund Yazzie, Chairperson  
Law and Order Committee

Motion: Alton Joe Shepherd  
Second: Russell Begaye





**Navajo Nation Pay Plan for Justices and Judges Approved by  
Resolution No. JCJN-04-06**

(The following is from Salary Schedule "F" "Z" of the Navajo Nation Classification and Pay Plan, effective October 1, 2006 2013)

- Newly appointed probationary Chief Justice shall enter the salary schedule at Entry Step A, Grade 74.
- After confirmation, permanent Chief Justice shall be given a two step increase to Step C, Grade 74.
- Newly appointed probationary Associate Justice shall enter the salary schedule at Entry Step A, Grade 71.
- Newly appointed probationary Associate Justice who has earned a Juris Doctorate Degree and otherwise meets or exceeds the minimum introductory qualifications required shall enter the salary schedule at Grade 71, at a step level to be determined by the Judicial Branch Director of Human Resources in coordination with the Chief Justice at a rate not to exceed the midpoint of the pay range assigned.
- After confirmation, permanent Associate Justice shall be given a two step increase to Step C, Grade 71.
- ~~The current permanent Associate Justice shall enter the salary schedule at Step D, Grade 71.~~
- Newly appointed probationary District Court Judge shall enter the salary schedule at Entry Step A, Grade 69.
- Newly appointed probationary District Court Judge who has earned a Juris Doctorate Degree and otherwise meets or exceeds the minimum introductory qualifications required shall enter the salary schedule at Grade 69, at a step level to be determined by the Judicial Branch Director of Human Resources in coordination with the Chief Justice at a rate not to exceed the midpoint of the pay range assigned.
- After confirmation, permanent District Court shall be given a two step increase to Step C, Grade 69.
- Current permanent District Court Judges shall enter the salary schedule at Step F, Grade 69 maintain their current step levels.

Step increases will be in accordance with the Navajo Nation Classification and Pay Plan.